



ON WATCH

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It's official - REDCOM ONE sets the standard

by JO2 Kaiser

The Rear Adm. F. Neale Smith Award winner for Fiscal Year 1999 has been named as Naval Reserve Readiness Command Region ONE. "The Smith Award is given in recognition of excellent performance," said Rear Adm. John Brunelli, Commander Naval Surface Reserve Force. "REDCOM ONE showed how well every member of the Naval Reserve team, selected reservists, reserve center and Readiness Command staffs alike, work together to accomplish superior results," Adm. Brunelli continued.

Selection for the top honor is based on mission accomplishment, but that's not the only area judged. "We received this award not only for succeeding in a number of objective measurements in areas such as Medical Admin and Financial Responsibility, to name a very few, but also for our professionalism in our dealings with our shipmates both within and [outside] the REDCOM," said REDCOM ONE Commander, Rear Adm. Henry F. White, Jr.

Former REDCOM ONE Commander, Capt. (ret.) James J. Quinn credited the award to the effective use of REDCOM ONE resources and working together to complete the mission... "It was teamwork that did it - and our use of statistics to determine the areas we needed to focus on to achieve our goals," Capt. Quinn said. "We utilized all the resources in REDCOM ONE to support the field... to 'get the most bang for the buck' so to speak."

NAVRESREDCOMS that achieve such high levels of mission effectiveness are eligible for the Rear Adm. F. Neale Smith Award. "As recipients of the Neale Smith Award for Excellence all of us in REDCOM ONE have a right to be proud of our accomplishments and the effort we expended to achieve this significant milestone," said Rear Adm. White.



Recently selected for Rear Adm., Capt. Roger T. Nolan reenlists REDCOM ONE's #1 Sailor, Personnelman 1st class Dan F. Crowley at 1999 ceremony aboard the USS Constitution. (See Adm. (Sel) Nolan story on page 12 - PN1 Crowley "Sailor of the Year" story see page 5.)

The Rear Adm. F. Neale Smith Award is named in honor of the former Commander, Naval Surface Reserve Force who implemented readiness improving programs and improved mission accomplishment during his tenure from 1987 to 1988. In 1993 the Reserve Officers Association became the sponsor for this award. The Award includes a certificate from COMNAVSURFRESFOR and a plaque to be presented by the Reserve Officer Association at their annual meeting. Once selected for the F. Neale Smith award, winners will be ineligible for nomination the following fiscal year.

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Chaplain's Corner



by Capt. James Moulketis
REDCOM ONE
Staff Chaplain

Making Choices

Michael is the kind of guy you love to hate. He's always in a good mood with something positive to say. When someone would ask him how he was doing, he would reply, "If I were any better, I would be twins!" He was a natural motivator.

On a bad day, Michael would tell his employees to look on the positive side of the situation. His motivating style really made me curious... So one day I went up to Michael and told him, "I don't get it! You can't be a positive person all of the time. How do you do it?" Michael replied, "Each morning I wake up and say to myself, Mike, you have two choices today. You can choose to be in a good mood or you can choose to be in a bad mood. I choose to be in a good mood. Each time something bad happens, I can choose to be a victim or I can choose to learn from it. I choose to learn from it. Every time someone comes to me complaining, I can choose to accept their complaining or I can point out the positive side of life... I choose the positive side of life!" "Yeah, right, it's not that easy," I protested. "Yes, it is," Michael said.

"Life is all about choices. When you cut away all the junk, every situation is a choice. You choose how you react to situations. You choose how people affect your mood. You choose to be in a good mood or bad mood. The bottomline: It's your choice how you live life."

I reflected on what Michael said. After a while we lost touch, but I often thought about him when I made a choice about life instead of reacting to it.

Several years later, I heard that Michael was involved in a serious accident, falling some 60 feet from a communications tower. After 18 hours of surgery and weeks of intensive care, Michael was released from the hospital with rods placed in his back.

I saw Michael about six months after the accident. When I asked him how he was, he replied, "If I were any better, I'd be twins. Wanna see my scars?" I declined to see his wounds, but did ask him what had gone through his mind as the accident took place. "The first

thing that went through my mind was the well-being of my soon-to-be born daughter," Michael replied. "Then, as I lay on the ground, I remembered that I had two choices: I could choose to live or I could choose to die. I chose to live."

I remember how great those paramedics were. But when they wheeled me into the ER and I saw the expressions on the faces of the doctors and nurses, I got really scared. In their eyes, I read 'he's a dead man.' I knew I needed to take action."

"What did you do?" I asked.

"Well there was a big burly nurse shouting questions at me," said Michael.

"She asked if I was allergic to anything. I said yes."

The doctors and nurses stopped working as they waited for my reply. I took a deep breath and yelled, "Gravity."

Over their laughter, I told them, 'I am choosing to live. Operate on me as if I am alive, not dead.' Michael lived, thanks to the skill of his doctors, but also because of his amazing attitude.

I learned from him that every day we have the choice to live fully. Attitude, after all, is everything. The Good Book reminds us, "Therefore do not worry about tomorrow, for tomorrow will worry about itself. Seek first God and his righteousness."

Soon after reading this, you will have choices to make - be positive, even in bad situations. Your attitude will make your life rewarding in all circumstances.

Chaplain Moulketis

ON WATCH

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The Commander's Intent

As we approach this spring season and are thankful for the warm weather, we should take a moment to reflect on our progress in all of our activities for the fiscal year.

Each of us has the responsibility to be accountable not only for ourselves but also for our shipmates to ensure that our team is combat ready at all times and when called upon, we are ready to respond. Have we ensured that we have applied for active duty and, in the case of unit COs, have we ensured that our gaining commands are ready to receive us? Are we up to par on our PRT requirements, especially knowing that more difficult standards will be introduced shortly? Are all of your training requirements fulfilled? Have we ensured that whatever special requirements are levied on us by the gaining command, they are or will be fulfilled? Are we really are up to par on all our requirements for mobilization? Are your immunizations up to date? Do you have a viable will in effect? Is your dental record in excellent shape? If not, why not?

In the latter part of February and the beginning of March, I had the opportunity to visit the NATO school in Oberammergau, Germany. Along with 100 other senior NATO Officers, most of whom were flag officers, I reviewed the status of NATO forces and refreshed my knowledge of NATO operations for my role as Deputy Commander of NATO's Striking Fleet Atlantic. The most fascinating element of the week was the participation of Partnership for Peace countries, PfP members. Flag Officers from countries who were our sworn enemies ten years ago were sitting with us in the classroom discussing the stability and security of Europe. I can say without hesitation that the professionalism and activities of United States Reservists amazed each and every officer I met. No other country in the world has such a sophisticated Reserve and the fact that such a sophisticated force existed, impacted heavily on the thinking of these senior officers.



Rear Admiral Henry F. White, Jr., Commander, Naval Reserve Readiness Command Region ONE. Official Navy photo.

Hopefully, we will never see another major conflict in Europe or any other place for that matter, but the probability of limited conflicts appear more certain. However, judging from the comments of our colleagues from these PfP countries, the possibility of even these limited conflicts arising will be reduced as even the most aggressive forces understand that we in the United States really do have strength in reserve!

Admittedly, the prospect of reporting to your reserve center, and perhaps even keeping your shot record up to date, may not be the most exciting event that one could hope for on a pleasant spring weekend. But, the reality exists that your sacrifice in keeping ready for mobilization has and does prevent numerous factions from engaging today in the major conflicts that we have witnessed in other times.

We have an opportunity to keep the peace with "strength in reserve" and as we report to our centers, let's not forget what we are about. We as Naval Reservists are combat ready to ensure peace and tranquility for our country and our loved ones. And we will accomplish our mission!!!

Command Philosophy #1 - Proper Prior Planning Prevents Poor Production!!!

Master Chief's Memo



**BY PNCM(SW) John J. Dickinson, III
REDCOM ONE
Command Master Chief**

I would like to take this opportunity to announce and offer my congratulations to all of our newly selected Senior Chiefs and Master Chiefs in the region. Master Chief

Personnelman Tom Whitney, REDCOM Staff; Senior Chief Builder Hans Ruediger, Albany; Senior Chief Builder Carl Dodge, Bangor; Senior Chief Boatswain's Mate John Ingersoll, Senior Chief Radioman John Kapturowski and Senior Chief Operations Specialist Tim Keough, Buffalo; Senior Chief Storekeeper Roberta Hess, Horseheads; Senior Chief Builder Peter Marino, Manchester; Senior Chief Interior Communications Technician Todd Grantier, Master Chief Builder Robert Tortorice and Master Chief Dental Technician Laura Coyne, New Haven; Master Chief Electrician's Mate Richard Byrnes; Master Chief Quartermaster Steve Allen, Providence; Master Chief Machinist's Mate Jeff Sargent and Senior Chief Postal Clerk Michael Cary, Syracuse; Senior Chief Equipment Operator John Mantle, Watertown; and Senior Chief Storekeeper Hibbard Doe, White River Junction. WELL DONE to all selectees.

One of the unfortunate parts of my job is having to say farewell to shipmates as they set sail for new horizons. On that note, I would like to "extend fair winds and following seas" to YN2 Tammy Drotar who is transferring to HM 14 in Norfolk. Petty Officer Drotar arrived at this command in February of 1997 fresh out of YN "A" school as a YNSR. Since that time she has made tremendous strides in becoming an outstanding

Photo by JO2 Kaiser - Official Navy Photo.



YN2 Tammy J. Drotar is awarded a 2nd Navy and Marine Corps Achievement Medal, her end of tour award, by Redcom ONE Deputy Readiness Commander, Capt. Sherry Newton.

asset to the Admin Department. Since I have arrived, she has been my "right hand person" in preparing awards and citations for the various programs that I run. As the awards coordinator, I know she has provided outstanding assistance to many Reserve Centers in turning around short fused requirements to get an award processed. We will all miss Petty Officer Drotar's outstanding assistance and work ethic, and wish her the best of luck as she approaches her new career in the "brown shoe Navy".

By now you should all have received the message that changed the requirements for advancement. Even though the rate-training course and PARS are no longer required prior to taking the advancement exam, I strongly recommend each and every sailor complete their appropriate courses prior to the exam. The rate-training manual and course are excellent tools to study for the exam. In addition, remember to look at the bibliography for your rating for each exam cycle. This lists all the publications from which the exam questions will be taken.

The Sailor Marine ACE Registry Transcript (SMART) program is now on line. This tracks all of your continuing education credits you have earned through your Navy training. To obtain a copy go to the Navy College Center Web Site at WWW.NAVYCOLLEGE.NAVY.MIL. For more information see your career counselor.

As spring arrives, I will now start to get back out in the field for visits with my Sailors. I look forward to these trips and enjoy the feedback I receive when I am in the field. As I make my visits, if you have questions or suggestions, please feel free to let me know. If you have concerns and want to send them to me, my e-mail address is DICKINSJ@cnrf.nola.navy.mil. Well, until next issue, Keep Charging and doing the great things you have done to make REDCOM One the Rear Admiral F. Neal Smith award winning best Readiness Command in the Naval Reserve.

Photo by JO2 Kaiser - Official Navy Photo.



PNCM(AW) Tom Whitney, the Assistant Director of Personnel Management at REDCOM ONE, is "frocked" to Master Chief Petty Officer by his wife Karen and REDCOM ONE's Director of Command Services, YNCM(SW) Ben Witcher.

REDCOM ONE Sailor of the Year takes NAVSTA Honors

By JO2 Navissa Kaiser

Personnelman First Class Daniel F. Crowley is the Naval Reserve Readiness Command Region ONE Shore Activities Sailor of the Year for 1999. PN1 (AW) Crowley was chosen for his outstanding professional abilities as REDCOM ONE's Reserve Pay Coordinator (RESPAY), his professional skills as the Regional Classification Coordinator and his off-duty volunteerism.

Not only was Petty Officer Crowley selected as the REDCOM ONE Sailor of the Year, his professional attributes also earned him the selection as the Naval Station, Newport, Rhode Island Junior Enlisted Member of the Year for 1999. And how does he feel about this "double-whammy"? "It's such an honor... It goes to show that hard work really pays off," He commented. "This can't be accomplished alone. I had the benefit of working with a great team... That got me to where I am today."

PN1 Crowley's busy RESPAY duties include keeping 17 Reserve Center clerks up-to-date with the latest Reserve pay information. He revised the regional reporting procedures and maintains an extremely efficient tracking system. This ensures all Reserve Pay Trouble Tickets are resolved in the quickest amount of time. As a result of this new system he has personally resolved over 400 pay trouble tickets with minimal negative impact on REDCOM ONE Reservists.

As Regional Classification Coordinator for REDCOM ONE he ensures all classification programs are meticulously tracked on a monthly basis. Receiving monthly reports from 17 Reserve Centers, he ensured 100% compliance with all Advanced Pay Grade (APG) requirements, High Year Tenure Tracking, Civilian Skills Reporting and NEC requests for 5,000 Selected Reservists.

"Petty Officer Crowley's performance during 1999 was truly remarkable," said REDCOM ONE Readiness Commander, Rear Adm. Henry F. White, Jr. "He seized each and every opportunity to improve personally and professionally."

Serving as an inspector for the REDCOM ONE Command Inspection Program, PN1 Crowley inspected all Manpower programs and requirements including RESPAY, Billet assignment and control, Advancements and Unsatisfactory Drillers, just to name a few.

Petty Officer Crowley revitalized the REDCOM ONE Safety Program and developed a standard where all 17 subordinate commands effectively monitored required safety programs. He planned, organized, and executed an extremely successful region-wide safety conference; providing guidance in HAZMAT Control, mishap reporting, fire prevention and safety training. "His tireless efforts and superb leadership dramatically improved the level of safety readiness throughout the region," said Adm. White.

And finally, the Lead Instructor for the implementation of Naval Standardized Integrated Personnel System (NSIPS) for the entire Northeast Region he coordinated quota control and the issuance of Temporary Additional Duty (TAD) orders for 50 personnel.

Petty Officer Crowley's volunteer efforts are commendable. As Vice President of Military Youth Association for Naval Station, Newport, Green Lane Housing Community, he provided support and leadership for more than 1,000 children of military members. PN1 Crowley is also a mentor for the command's Adopt-a-School program, dedicating two hours per week helping second and third graders improve their math and reading skills.

Even though Petty Officer Crowley has received such high honors, he has no intention of slowing down... "I'm going to continue to work even harder to improve my professional skills... [Receiving] these awards won't change that."

If the past is any indicator, he won't slow down. Petty Officer Crowley who joined the Navy in 1986 has been selected as Sailor of the Quarter four times and Sailor of the Year twice. He was Administrative Department Sailor of the Quarter and Sailor of the Year for 1997 aboard the USS John F. Kennedy (CV-67). He was also selected as Naval Reserve Readiness Command Region ONE, Newport, Staff Sailor of the Quarter in 1998 and 1999, and Staff Sailor of the Year for 1999. Petty Officer Crowley is Air Warfare Qualified, has received the Navy & Marine Corps Achievement Medal in 1994 and 1997, The Navy Good Conduct Medal (three awards) and the Military Outstanding Volunteer Service Medal in 1998.

PN1 Crowley resides in Middletown, RI with his wife Lisa and sons Matthew and John.

(see picture on front page)

REDCOM ONE SELRES Sailor of the Year:

By JO2 Dan Meaney

Navy Petty Officer First Class Melody K. Solyian of Binghamton, New York was recently named as the Naval Reserve Readiness Command Region ONE Reserve Sailor of the Year for 2000.

Petty Officer Solyian was selected for this great honor from a group of 17 top Sailors from all eight states in the Northeast region. She will now be considered for the nation's top reserve honors in a competition that commences at the reserve headquarters in New Orleans, Louisiana.

Lieutenant Commander Greg Tiemann, Commanding Officer of the Naval Reserve Center in Syracuse attributed this significant achievement to Petty Officer Solyian's professionalism and dedication, "I know the Naval Reserves has no finer representative than Petty Officer Solyian," he said. "She is an exceptional asset to her community, this Reserve Center and the Navy."

In the Navy, Petty Officer Solyian is a Store Keeper First Class assigned to the Cargo Afloat Rig Team (CART), Detachment A401 Reserve Unit, whose mission is the underway replenishment of Navy ships at sea. This is the second year in a row that the Region ONE Reserve Sailor of the Year has been selected from Naval Reserve Center Syracuse and the CART Unit.

Ms. Solyian, who is an elementary school teacher at the Benjamin Franklin Elementary School in Binghamton, NY remains active in her community in addition to her responsibilities as a drilling reservist. Over the past 12 months, she instructed a four week workshop for first through third grade teachers; volunteered extensively for the American Red Cross, her church and school; participated in six Navy Exercises; was promoted to First Class Petty Officer and received her second Navy Achievement Medal. Additionally, she finds time to attend Syracuse University and is nearing the completion of her second Master's Degree.

While the past year has been very busy for her, Storekeeper 1st



Storekeeper 1st class Melody K. Solyian receives recognition for her selection as Sailor of the Quarter (which made her eligible to compete for Sailor of the Year) by NRC Syracuse Commanding Officer, Lt. Cmdr. Greg Tiemann.

Class Solyian has thoroughly enjoyed it. "What I love most about the Naval Reserves are the associations and friendships that I've made. I know that they will last a lifetime, and my many experiences have been great! I've been in the Reserves 13 years now and have traveled all through Europe and the United States. I want to go the Far East next and after that... who knows!"

Two REDCOM ONE Centers - Tops in Mission Accomplishment

by JO2 Navissa Kaiser

What does it take to win a national award for excellence in Mission Preparedness? Ask Sailors at Erie and Worcester... They know.

Naval & Marine Corps Reserve Center Erie and Naval & Marine Corps Reserve Center Worcester have both received the Sidney Fields Award for Fiscal Year 1999. Centers achieving high levels of mission effectiveness are eligible for the award, which is presented annually and given to the top centers.

"NMCRC Worcester's success in 1999 was based solely on the professional and personal achievements of its Sailors," said NMCRC Commanding Officer, Lt. Cmdr. Jeff Cole. NMCRC Erie Commanding Officer, Lt. Cmdr. Paul Weckman echoed that statement, saying, "This was an 'all hands' effort by the staff and Reserves here, we all worked together to reach the goals we set."

The Sidney Fields Award is named for the late Chief Warrant Officer Sidney Fields, USNR (Ret.) who served as the Naval Reserve Activity's (NRA) National President from 1955 - 1956. The award recognizes Naval Marine Corps Reserve Centers and Naval Reserve Centers that are tops in mission effectiveness.

Getting selected for the award is not a simple task. The two centers attribute professional achievement and a winning philosophy to reaching their goals... It takes a trained, understanding staff that is "simply the best at what they do," according to Lt. Cmdr. Weckman. "Our winning the Sidney Fields Award is the culmination of my efforts and the dedication and perseverance of very talented, exceptional staff and Reserve population," he commented. Lt. Cmdr. Cole added, "Everything the Readiness Commander puts out... [Rear Adm. Henry F. White, Jr.] like his philosophy... really works, we proved it." Adm. White's Command Philosophy promotes three themes: "proper prior planning prevents poor production!", "The only foolish question is the one not asked!", and, "Your success is our success!"

Centers with the highest level of mission accomplishment in certain mission areas are selected for the Sidney Fields award. Those interested in improving their chances for selection for next year's Sidney Fields award may contact Lt. Cmdr. Weckman at NMCRC Erie or Lt. Cmdr. Cole at MMCRC Worcester for some helpful hints.

UNIT SPOTLIGHT

NR NAVSEAWARCEN NPT 101 Supports NUWC Newport

By Cmdr. L.W. Raffe

The 16 officers of NR NAVSEAWARCEN NPT 101 apply their military and civilian technical and leadership skills at The Naval Undersea Warfare Center (NUWC) in Newport, RI, working mainly in the areas of Fleet Liaison, Military Operations, Overhaul & Repair, Commercial Acquisition, and Engineering/Scientific Analysis. In 1999 NR NAVSEAWARCEN NPT 101 provided over 2,715 hours of contributory support. Currently, the unit is busy supporting three significant projects at NUWC: The Sonar and Undersea Warfare Fundamentals Course, the Towed Array Handling Equipment (TAHE) Depot, and the MK32 Torpedo Tube Firing Modification.

NUWC is the nation's premier USW research center providing full-spectrum research, development, test and evaluation, engineering and fleet support for submarines, autonomous underwater systems, and offensive and defensive weapons systems associated with undersea warfare.

Sonar and Undersea Warfare Fundamentals Course

Having developed a Sonar and Undersea Warfare Fundamentals Course to replace a costly civilian equivalent, unit members continue to teach NUWC's civilian employees, as needed, tailoring the curriculum to their department's unique requirements. This classroom and lab course is operationally oriented and, throughout, Reservists provide a war-fighter's perspective to basic sonar fundamentals.

Towed Array Handling Equipment (TAHE) Depot

NUWC operates the Navy's only submarine TAHE overhaul facility. Unit members are assisting the Government Owned Contractor Operated (GOCO) facility to meet its fleet commitments to move its operations into the 21st century, and ultimately to attain ISO 9000 certification. Currently, unit members are developing and reviewing maintenance standards for TAHE sub-systems; verifying Engineering Changes (EC's) and updating documentation; automating routine reports; and reviewing inventory and repair/spare parts procedures and making recommendations for improving inventory management and interfacing with the Navy's supply system.

MK32 Torpedo Tube Firing Modification

Unit members are reviewing the operational impact of a new MK 32 torpedo firing mechanism that uses off-the-shelf (COTS) hardware. This review includes development of the Basic Operational Description for this modification that addresses all configurations of current SVTT installations.

As a corporate laboratory of the Naval Sea Systems Command, NUWC provides the technical foundation that enables the conceptualization, research, development, fielding, modernization, and maintenance of systems that ensure our Navy's undersea superiority. As budgets continue to shrink, NUWC increasingly looks to its Reservists for support. Junior Officers and VTU members with technical degrees and/or Fleet ASW experience looking for a cutting-edge challenge should consider joining NAVSEAWARCEN NPT 101. For more information, contact CDR L.W. Raffe at (518) 271-7400 ext. 202 or by e-mail: lwraffe@earthlink.net.

NR DESRON 22 Innovation Saves Money

By Lt. John D. Weber

While performing annual training, Cmdr. David Hawley, NR DESRON 22 Executive Officer, formed a "Tiger Team" of fellow NR DESRON personnel and installed a local area network in the Norfolk, VA, DESRON spaces.

A casual conversation between the active duty Chief of Staff, Cmdr. W.C. McWethy and Cmdr. Hawley emphasized that the needs of the active duty force sometimes are not specifically associated with the skills associated to an Enlisted rating or an Officer's NOBC. "For example," the Chief of Staff stated as he picked up a memorandum from the top of his in-box. "We have a requirement to install a local area network (LAN) in our working spaces and very little available cash to fill this need. It has been priced out at over a \$20,000 installation." Cmdr. Hawley, a Naval Aviator, responded that in his civilian job he was the MIS director of an organization that had just installed a LAN, and that during his last active duty job he was the Ship's Maintenance Officer while the Aircraft Carrier installed a LAN. He asked if he could see what he could do while the Chief of Staff was on leave and received the approval to do what he could.

Cmdr. Hawley immediately sent an e-mail request to NR DESRON personnel to look at their schedules and see if help could be performed. ETC Kirk Allen, ENC Tim Pynckel, and HTC John Ross responded that they were arriving the next week and could help look things over. Meanwhile Cmdr. Hawley examined the DESRON squadron spaces and found that a previous tenant of the building had wired the entire spaces with shielded LAN cable and left behind pre-wired network hubs. All of the wire had been tucked up under the hanging ceiling!

The following Tuesday, the NR DESRON chiefs arrived after making arrangements with Norfolk SIMA (their assigned annual training destination) to drill at the DESRON spaces during their active duty. After some quick inspections proved the job to be doable, the newly formed "Tiger Team" began tracing lines, installing computer jacks, and correctly marking the network hub. During installation they found that a network server had already been purchased and was being used as a personal workstation "until we can install a network."

After nine days and many dusty man-hours the network was up and running without any cash outlay. Cmdr. Hawley and the NR DESRON "Tiger Team" were able to save the active duty DESRON the \$20,000 estimate and provide increased computer accessibility to the active duty squadron. ETC Kirk Allen, ENC Tim Pynckel and HTC John Ross all received letters of appreciation from Capt. M.J. Miller, Cmdr., Destroyer Squadron 22.

REDCOM ONE Sets the Standard!

New Member of Wardroom at COMFAIRMED DET 102

*By ITC Paul Bachorz USNR
COMFAIRMED 102*

In a commissioning and pinning ceremony held recently at Naval Reserve Center Glens Falls, Chief Quartermaster Paul K. Smith was commissioned a Chief Warrant Officer.

The Commanding Officer of NR COMFAIRMED DET 102, Cmdr. Charles D. Fasnacht, III, conducted the commissioning ceremony. Cmdr. Michael Stark, former shipmate, read the commissioning certificate, and Cmdr. (Ret) John Reitz, who was Smith's mentor and originally encouraged him to apply for the Warrant Officer program, read the oath. In keeping with tradition, CWO2 Smith's wife, HMC (RET) Nancy Smith pinned on the new Warrant Officer's collar devices. In another part of the commissioning tradition, the newly commissioned officer paid a silver dollar to the first enlisted man to render a salute to him.

At Warrant Officer Smith's request, a hand picked ceremonial detachment of enlisted shipmates each received a commemorative silver dollar as he dismissed the detachment after the ceremony. The selected team of enlisted members had each served with him in the Naval Reserve over the last several years.

About his career and commissioning, CWO2 Smith commented, "I've accomplished several goals throughout my career, this being my most significant. It shows that advancement and opportunities are there if you're willing to pursue them. This opens up a new set of challenges and opportunities that I look forward to tackling. It has always been my desire to learn and accomplish something with each assignment, and to help those I can along the way to achieve their goals."

Those present for the ceremony included Glens Falls Reserve Center staff, Selected Reservists, and a collection of friends and Naval personnel known by Warrant Officer Smith during his career.

Following the ceremony, a reception sponsored by the wardroom of NR COMFAIRMED DET 102 was held for all reserve center personnel and guests. This welcoming reception gave all hands an opportunity to share in congratulations for CWO2 Smith.

MDA Staff Photo - Official Navy Photo



Albany Sailors receiving the Laplante Award. (L to R standing) Dave Freeman, Christy Pawlak Albany Chapter MDA, HM1 (FMF) David Remis RESCEN MDA Coordinator, Cathy Clark Albany MDA, HN Alex Cabrera, SK2 Jacqueline Alston, (Kneeling) GSM2 Daryll Stewart and YN1 Karen Karnes. Numerous other staff members that are not pictured also volunteered many hours of service. Some of them were out "arresting" other MDA volunteers when the award was presented.

Albany Sailors helping Jerry's Kids

by HM1 David Remis

Over the past two years, the Albany active duty staff has been volunteering with the Albany Chapter of the Muscular Dystrophy Association (MDA). In 1999, the RESCEN Albany volunteers worked at seven "Lock Ups" in area towns and two dinner auctions raising more than \$450,000. These donations were prior to and separate from the annual Jerry Lewis Labor Day telethon. The many hours of service provided by the Albany sailors toward raising funds to further MDA research was recently spotlighted when the Reserve Center Staff was presented the MDA's Laplante Family Volunteerism Award for 1999. This award is presented to one group or organization that excels in volunteering for the Albany area MDA. The sponsor of this annual award, Mr. Victor Laplante, just happens to be a Navy Veteran who was most pleased to see such support from locally stationed sailors. Albany plans to continue their efforts in the fight against neuromuscular disorders with future lock-ups.

Command Philosophy #2 - The Only Foolish Question is the One Not Asked!!!

Observing Women's History Month

Throughout the month of March, the Navy is observing Women's History Month with the theme "An Exceptional Century for Women..."

Mary, Mary Quite Contrary

By LCDR Kenda C. James, SC, USNR

March is National Women's History Month. At that time, many put up posters of Susan B. Anthony, Amelia Earhardt, Eleanor Roosevelt and other well-known women. As a military person, when you think of women in the military, you also probably think of VADM Grace Hopper (after all, she was a Naval officer, as well as the "mother" of COBOL, the 1st computer language).

Although we typically only remember the "big names," it is important to know that women were involved throughout our nation's history, from the American Revolution and the Civil War to the Waves/WACs of the World Wars to modern-day. Many women worked against immense odds to make a contribution – even when they were not asked and were not even wanted. Such was the case with Mary Edwards Walker, MD.

Mary Walker was the only woman in her class at the Syracuse Medical College in 1855, in the days when typical medical training was less than a year of study. She had financial difficulties in completing her studies, since she had to pay for her own education. She practiced medicine in Ohio and upstate New York.

In 1861 with the outbreak of the Civil War, Dr. Walker traveled to Washington to request a commission as an assistant Army surgeon. After all, the Union Army was desperately in need of medical personnel. However, she was refused by Surgeon General Clement A. Finley. Undeterred, Dr. Walker found the nearest Army hospital and volunteered to work without pay or rank. While the military bureaucracy was not receptive, the overworked medical community welcomed her with open arms.

Over the next two years, she worked at numerous Army hospitals, visited the front after battles to work with the wounded, escorted wounded soldiers home from the front, and founded the Women's Relief Association to help wives and mothers of Army soldiers.

In 1863, she was appointed to be a contract surgeon, joining the 52nd Ohio Regiment in Chattanooga. While aiding war-stricken civilians behind Confederate lines, she was captured and kept as a prisoner of war, until she was later traded for a Confederate surgeon. She continued to work in Kentucky until her discharge in 1865.

Later that year, President Andrew Johnson awarded her the Congressional Medal of Honor for Meritorious Service. It was her most prized possession; she wore it most of the time. When she died in 1919, it was in her possession.

Dr. Walker was more than a doctor, she was an activist – for women's rights and for dress reform. In the early 1850s, she wore "bloomers" (a long waisted tunic worn over loose pantaloons) when women were expected to wear long dresses. In hospitals and on the battleground, long dresses were cumbersome and dangerous. Dr. Walker even adapted an Army uniform to wear. After the war, she continued to wear bloomers, but began to be ostracized by the press. As her critics got more vocal, she began to wear more and more severe clothing, including a tailored cutaway suit, like a man's.



***Dr. Mary E. Walker
The only woman to receive the
Medal of Honor***

... Now Imagine the Future."

***By Dana Rayl West, DoN
Manpower and Reserve Affairs
(Personnel programs)***

In a proclamation observing Women's History Month, President Clinton tells the story of three women astronauts who paused last spring during a shuttle mission to pay homage to the past. Thousands of miles into space, they floated above the floor of the shuttle and raised a women's suffrage banner while posing for a picture.

Women of every race, class, and ethnic background are serving as leaders in the private and public sectors. They are leaders in education, science and the military.

Today, just over 50,000 women serve in the Navy; 44,279 enlisted and 7,824 officers. More than 10,000 women serve in the Marine Corps. More than 11,468 women serve aboard ships and aviation units in positions from deck seaman to commanding officer.

Officer and enlisted women are assigned to 79 combatants and 50 non-combatant ships. Currently, there are 241 women pilots in the Navy. Women compose 31.6 percent of the Department of the Navy's civilian workforce, totaling over 57,000 in FY99.

In recent Navy history, women have made great strides. In 1973, the first woman was selected for aviation training. And in 1981, the first woman qualified as an Enlisted Surface Warfare specialist. In 1989, the first woman was assigned as a Command Master Chief at sea. In 1998, five women were selected to command combatant ships. Women will report aboard minesweepers for the first time this year. "Our choices today will have an enormous impact on the destiny of our daughters and granddaughters, our sons and grandsons," the president said. "We must rededicate ourselves to forging a society in which gender no longer predetermines a person's opportunities or station in life."

“Breakfast with the Boss”

By Lt. Cmdr. Peter Leget

Employers of the Naval Reservists assigned to the Rochester center were treated to breakfast and discussion recently at the Reserve Center. The breakfast was sponsored by the Employer Support of the Guard & Reserve (ESGR) and the Commanding Officer of the Naval & Marine Corps Reserve Center in Rochester.

Organizations including EDS, Wegman's Food Markets, The Rochester Police Department, Eastman Kodak and the New York Police Department were represented by supervisors and managers who were interested in learning more about what their Sailors do on drill weekends and the two weeks a year they spend drilling.

The National Committee for Employer Support of the Guard and Reserve (NCESGR), an agency within the Office of the Assistant Secretary of Defense for Reserve Affairs, operates programs directed toward U.S. employers, employees and communities to ensure understanding of the role of Reserve component members. NCESGR encourages development of employer policies and practices to facilitate employee participation in the Reserve components through a network of volunteers in 54 local Employer Support of the Guard and Reserve (ESGR) Committees.

More than 30 employers arrived for a catered breakfast and afterward were briefed on what their employees do for the Naval Reserve. The officers-in-charge of the units at the center were on hand to give brief descriptions of their respective



Naval Reservists enjoy breakfast with their employers at the Naval & Marine Corps Reserve Center.

units and describe the accomplishments of their Sailors over the past year.

The Sailors who worked for these organizations full-time were proud to show off their “other life” that requires dedication and commitment. “It’s a comfort to know that my employer is so supportive of the Guard & Reserve,” said Chief Draftsman Dave Reininger of Farmington, NY. He went on to say “it makes it much easier to go away for two weeks knowing that my employer is so positive in handling my absence.”

The next step for these employers in learning more about the Guard & Reserve? That would be a “Boss Lift” organized by the ESGR for employers to demonstrate some “real time” training aboard ship, or on a Naval Base. A trip is being organized in June to take a group of employers to Tidewater, Virginia area for visits to Naval Hospitals and Ships.

For additional information, please contact Chief Petty Officer Dave Reininger at 315-986-1723, or email to davereininger@msn.com.



Yeoman Second Class Tami Larosa, and Damage Controlman First Class Jeffrey Reynolds pose with M&T Bank employees as they collect donated clothes at the Taft Road Branch in North Syracuse, New York.

“A gift of warm clothing”

by Lt. Cmdr. Greg Tiemann

The Naval Reserve Center, Syracuse New York recently co-sponsored a “Gift of Warmth” campaign. The focus of the campaign was to collect new clothes donations for charity. The Salvation Army, M&T Banks and the Syracuse Reserve Center joined forces in the drive. This resulted in the collection of hundreds of clothing items from the Syracuse area. The Salvation Army, through their channels in the local community, then distributed these items.

Career Counselor Clips



*By NC1 Marie Hartnett
REDCOM ONE
Career Counselor*

HIGH YEAR TENURE

The guidelines for High Year Tenure (HYT) are set forth in the December 22nd, 1994 OPNAVINST 1160.7b, subject Reenlistment Quality Control Program for Inactive Duty Enlisted Naval Reservists. The following are HYT gates for Active Duty and Selected Reserves (SELRES):

Active Duty (including TARS)	SELRES
E-3 8 years	E-3 12 years
E-4 10 years	E-4 14 years
E-5 20 years	E-5 22 years
E-6 20 years	E-6 24 years
E-7 24 years	E-7 26 years
E-8 26 years	E-8 28 years
E-9 30 years	E-9 30 years

All personnel affected by HYT must be counseled on their options available to them prior to July 31st of the year prior to the calendar year reaching HYT.

All E-1 and E-2 personnel cannot reenlist or extend (Except with Bureau approval for a special program).

Personnel E-3 through E-9 retention in a drill pay status without an approval waiver is not authorized.

HYT Waivers will not normally be granted for E-5 through E-9. Extreme cases assigned to unique skills / NEC classifications will be considered. Retention requests will be considered using the following criteria:

SELRES manning for the Service Member's rate/rating, critical NEC's held and Unit manning priority. E-7 through E-9 consideration will be given according to local manning.

E-4 must submit a letter for HYT via the Reserve Unit and supporting reserve activity Commanding Officer for Bureau of Naval Personnel (PERS 913) arriving no later than November 1st of the year prior to the calendar year the member reaches paygrade HYT. Waivers will be staffed through Pers-913 and adjudicated by Pers-9.

Personnel affected by HYT, whether or not they are granted a waiver, may continue to participate for advancement while member of the Selected Reserve. If selected, their HYT date will be recomputed based on the next higher pay grade. Personnel remain eligible for advancement through selection board or examination participation.

Advancement for E7, E8, and E9 requires completion of 24 months service in the new paygrade as a member of the Ready Reserve or Standby Reserve. This is calculated from the effective date of advancement prior to voluntary retirement in grade. During times when Reserve Transition Benefits are being offered to Reservists to meet desired Force reduction, time in grade requirements may be waived by Chief of Naval Personnel.

For answers to your High Year Tenure questions call NC1 Hartnett at (401) 841-7691 or see your local career counselor.

NC1 Marie Hartnett

REDCOM ONE Leo V. Bilger Award Winners Named

Naval Reserve units that have achieved high levels of mission effectiveness are eligible for the Bilger Award. The Leo V. Bilger Award is named for the late Capt. Leo V. Bilger, USNR (Ret.). He served as the Naval Reserve Activities (NRA) President of Sutter Chapter, president of NRA 12th District, National Vice President for Budget and Finance, and Chairman of the National Constitution and By-laws Committee. Commissioned and Naval Reserve Force ship primary crew units are not eligible for this award. Naval Reserve Center COs can nominate up to two units each year. The following are the Leo V. Bilger Award winners for 1999:

NMCRC Albany
CLF MICFAC, COMSTRIKEFLT 102

NRC Bangor
NH BETHESDA 806, NAVCOMTELSTA

NMCRC Buffalo
SACLANT DET 205, NAVDENCLINC NORVA DET 405

NMCRC Erie
PHIB CB 2, NMCB23 0723

NRC Glens Falls
ACB2 DET 102, COMFAIRMED DET 102

NRC Horseheads
NAVHOSP PTSM 501, AD41 DET 10

NMCRC Manchester
SSF NLON HQ 101, CLF MAST

NMCRC New Haven
NAVSUBSUPFAC NLON 201, NAVSUBSUPFAC NLON 601

NMCRC Plainville
NAVSEA 1101, DESRON 28

NRC Portland
SSF NLON DET 301, NAVDENCLNC NEWPORT 301

NMCRC Providence
NAVWARDEVCM, LSO NORTH EAST 101

NRC Quincy
SPAWAR HQ 101, ICEDEFFOR 101

NMCRC Rochester
NAVHOSP PTSMTH, NSY PORTS NH 501

NRC Syracuse
ABFC CART, NAVACTS UK

NRC White River Junction
NAVHOSP BETH 1206, AD DET 3

NMCRC Worcester
ABFC F2 CART E301, ATG MAYPORT FL DET 101

☆☆☆ **BRAVO ZULU** ☆☆☆

REDCOM ONE Recognizes Newest Admiral

JO2 Navissa Kaiser

Congratulations to Captain Roger T. Nolan on his selection for Rear Admiral. "A super choice [Capt. Nolan's Selection for Admiral]... the future of the Surface Navy is in good hands," said REDCOM ONE Readiness Commander, Rear Adm. Henry F. White, Jr.

Rear Adm. (Sel) Nolan is currently assigned as Deputy for Mission Effectiveness on the Staff of Commander Naval Reserve Readiness Command Region One.

Rear Adm. (Sel) Nolan received the news when the Commander, Naval Reserve Forces, Rear Adm. John Totushek called him at home on Sunday to inform him of his selection. Once the word was out, congratulatory e-mails and phone calls poured in from people around the world with whom Rear Adm. (Sel) Nolan has served over the years.

Sharing the credit for his personal achievement with the Staff, Rear Adm. (Sel) Nolan said, "I get to wear these [stars] because of all that you do." He then told a story that he had received from an old shipmate. His shipmate told him that there are two ways to hold a mirror: You can hold it so that it looks back at you or you can hold it so that it reflects those actions that all of you have done.

Rear Adm. (Sel) Nolan graduated from the United States Naval Academy in 1973 and holds a Master of Business Administration degree from Bryant College in Smithfield, Rhode Island.

On active duty Rear Adm. (Sel) Nolan served aboard the USS Albany (CG -10) where he earned designation as a Surface Warfare Officer. He later became an instructor at the Surface Warfare Officers School Command in Newport, RI.

After Rear Adm. (Sel) Nolan's transition to the Naval Reserve in 1979 he served as the Administrative Officer for Reserve Naval Construction Battalion Twelve in Davisville, RI and as the SELRES Administrator for USS Valdez (FF-1096) in 1982. In 1984 he served as detachment Executive Officer and Commanding Officer at Shore Maintenance Activity in Newport, RI later moving onto the Headquarters Staff where he served as Executive Officer. In 1990, he joined the staff of Commander Naval Reserve Readiness Command Region One



**Redcom ONE Deputy for Mission Effectiveness,
Rear Adm.(Sel) Roger T. Nolan.**

serving as a Readiness Analyst. Between 1992 and 1998 Rear Adm. (Sel) Nolan's units were nominated for the Leo V. Bilger Award 5 times and won the award in 1997 and 1998 as Commanding Officer, NR Commander Iceland Defense Force 101.

Rear Adm. (Sel) Nolan has been recognized for development of the Naval Reserve's first Virtual Program Office. He utilized Internet and Video Teleconferencing technologies to link his remote Newport, RI site with SPAWAR Headquarters. RADM(Sel) Nolan also oversaw the expansion of network to include Reserve sites at Great Lakes, IL and San Jose, CA.

Readiness Command Region One Staff congratulates Captain Roger Thomas Nolan on being selected for Rear Admiral.

Command Philosophy #3 - Your Success is Our Success!!!

PLEASE PASS THIS ISSUE ON TO A SHIPMATE

or log on to our website at www.Redcom1.cnrf.nola.navy.mil